



## Jonathan Carrillo

Associate

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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Investigations  
Appellate  
Occupational Safety and Health

## Overview

Jonathan Carrillo has extensive experience defending employers and management in federal and state courts at both the trial and appellate levels, and before federal, state, and local EEO and other administrative agencies. He has appeared before various appellate courts and has written briefs in the United States Supreme Court, U.S. Court of Appeals for the Third Circuit, New Jersey Supreme Court, and the Superior Court of New Jersey, Appellate Division. Jonathan also provides practical legal advice to employers on all aspects of the employment relationship. This includes counseling on human resource issues, workplace discrimination, harassment, and retaliation, internal investigations, terminations, leave, and disability accommodations, among other things.

In addition, Jonathan also drafts and reviews employment policies and agreements of every kind, including noncompetition and nondisclosure agreements, and performs necessary training sessions on a variety of employment law topics. Jonathan also focuses on workplace safety and health and assists employers who have experienced workplace injuries and accidents or are subject to a federal or state OSHA inspection. He has experience managing workplace accidents or fatalities, and regularly represents employers in occupational safety and health appeals, settlement conferences, and hearings.

Before joining Littler, Jonathan represented public and private employers and management at a highly respected regional law firm. Prior to representing clients in employment and labor matters, he was an Assistant Prosecutor in Hudson County, New Jersey. Since 2013, Jonathan has also worked as an Adjunct Professor at Hudson County Community College, teaching introduction to philosophy and public speaking.

Jonathan is a co-founder of Manenas Kids, a nonprofit organization helping to expand and improve educational opportunities and experiences for disadvantaged children in El Salvador and the Dominican Republic.

## Professional and Community Affiliations

- Co-Chair, Young Lawyers Division, Federal Bar Association of New Jersey, 2019-2021
- Member, Association of the Federal Bar of New Jersey

## Education

J.D., Rutgers School of Law, 2012

B.A., Saint Peter's University, 2009, *summa cum laude*

## Bar Admissions

New Jersey

## Courts

U.S. District Court, District of New Jersey

## Languages

Spanish

## Publications & Press

### **New Jersey Court Imposes Limits on Definition of Disability**

*SHRM Online*

June 28, 2023

### **New Jersey Court Imposes Limits on State Law's Near-Limitless Definition of Disability**

*Littler Insight*

June 26, 2023